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JUNE 1958

JOINT CRYPTOLOGIC CIVILIAN CAREER PROGRAMTHEME

1. It would be of mutual advantage to the entire cryptologic community, both at the national and service levels, to establish a common cryptologic career field for civilians.

2. The establishment of such a career field would enable selected, qualified personnel to fill any designated cryptologic job within the entire community.

MECHANICS OF IMPLEMENTATION

1. Establish a complete Occupational Structure for the entire cryptologic community so that all jobs and occupations would have common classification, terminology and relationships within the community and thus could be readily identified.

2. Establish a complete common register of cryptologic civilians who would be listed relative to their talents and assessed potential.

3. Establish a means whereby selected jobs from the occupational structure obtained in paragraph 1 would be chosen for inclusion in the Joint Cryptologic Civilian Career Program.

4. Establish a means whereby certain civilians would be selected from the common register to match those jobs selected for inclusion in the Joint Cryptologic Civilian Career Program.

5. Establish basic personnel administrative policies and regulations which would apply to all components of the cryptologic community.

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6. It is suggested that paragraphs 1 and 2 be performed by Joint Committee and paragraphs 3 and 4 be accomplished by our Joint Board.

FACTORS OF IMPLEMENTATION

- a 1. Since NSA has already expended considerable effort in developing a custom made occupational structure appropriate for its needs, it would appear that it would be relatively simple to modify an already existing structure to accomodate Service Crypto Agency needs if new occupations are not already covered.
- b 2. Since NSA has been authorized to establish an occupational structure to satisfy its need, and since NSA now has Schedule A authority from the Civil Service Commission, it would appear that the Service Crypto Agencies would benefit by having the jobs under consideration and the necessary accompanying spaces belong to NSA. Budgetary considerations would need to be worked out prior to implementing the program.
- c 3. As a matter of principle, personnel involved in the implementation should be given authority and responsibility commensurate with their grade, and their billets should be an integral part of the organization involved.
- d 4. Since USAFSS has problems different from those of the Army, and particularly the Navy, it would seem advisable to initiate such a program originally between NSA and USAFSS and then expand if desirable to include the Army and Navy.

COMINT SENIOR CIVILIAN EXECUTIVE PROGRAM COMMITTEE

1. The date and place of the next meeting have been changed as follows.

PLACE: Mr. Klein's Office  
Room 1W040

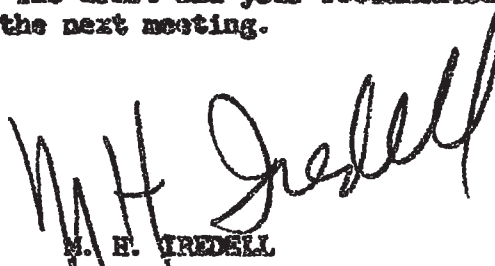
DATE: Monday  
2 June 1958

TIME: 1330

2. Recommendations for reply to General Blake:

The inclosed draft is submitted for Board consideration. It has been rewritten taking into consideration the comments of the Board at its last meeting.

3. It is requested that you review this draft and note changes you think advisable. The draft and your recommended changes will be discussed at the next meeting.



M. H. IREDELL  
Executive Secretary  
COMINT Civilian Executive Program Committee